A Ph.D. Synopsis entitled

‘AN IMPACT OF ENTERPRISE RESOURCEPLANNING(ERP) SYSTEM ON HUMAN RESOURCE MANAGEMENTOFINFORMATION TECHNOLOGY COMPANIES IN PUNE DISTRICT’

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Introduction:

Enterprise Resource Planning (ERP) is a software which is used by the Business entities to integrate the data collectively in a digital manner. ERP stands for 'Enterprise Resource Planning'. Enterprise Resource Planning (ERP) integrate the financial information, Standardize and speed up the operations processes, Standardize the Human Resources Information. ERP is used in a Private Sector or in a Public Sector. It manages key parts of its business such as marketing, sales, finance & accounting, manufacturing and in human resources management. ERP is an abbreviation for the term Enterprise Resource Planning.

"Martin Rinne is a Co – Owner and a chairman of the Board of Directo of first internet-based enterprise resource planning software in Eastern Europe[1]"."The Gartner Group was used the term ERP firstly in 1990s. In the year 1970s manufacturers are used the Material Requirements Planning Systems. In the year 1980s MRP Systems became known as MRP II. In the year 1990s ERP systems are widely used beyond their basis limitations. It may be used in accounting, finance and sales"[2].

Human Resources Management is often referred to simply as human resources (HR). Human resource management is the practice of recruiting, hiring, deploying and managing to the organization's employees. Human Resource Management is a process of making the efficient and effective use of human resources for an organization. It is concerned with the all levels of hierarchy in organization / business entity.

"During the year 1920, in India the Human resources management was introduced in welfare of factory workers"[3].

According to Edwin Flippo, Human Resource Management as "planning, organizing, directing, controlling of procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are achieved"[4.]

Recruitment, payroll and attendance, performance appraisals, training and development, these are some functions of human resource management. Human Resource module in Enterprise Resource Planning (ERP) streamlines these functions. Enterprise resource planning (ERP), daily maintains a database of employees like employee's personal information, a daily attendance. Information technology plays a vital role in every business organization.

In private sector or in public sector most of the companies are developed their own Enterprise resource planning (ERP) system to raise the productivity. At present, some of the Companies are given the services of Enterprise resource planning and pays some charges of such services.

There are some benefits of Enterprise resource planning (ERP) to the organizations is centralized database, and talent acquisition. The impact of Enterprise resource planning on human resource management may differs at the level of organizations or business entity.

Key words: Enterprise resource planning, Human Resource Management.

Review of Literature:

- R. Vaideeswaran and Dr. K. Arockiam in their research titled "Impact of ERP in HRM": This study is to analyse the impact of ERP system in Human resource management practices. They are used the Stratified Random Sampling method for the research. They were used 250 samples for this study. They are concluded that HR functions are very important for all organizations.
  They were also concluded that the recruitment and selection was not showing relationship with the ERP.

- Dr. Archana Deshpande, Ms. Ravleen Kaur, Dr. Shipra Jain, Mr. Nilesh Kumar Dokania and Mr. Rohan Singh* in their research titled "Impact of Technology on Human Resource during COVID – 19": the objective of this research is Post COVID impact human Resource. In this research they are concluded that technology has brought about the beneficial transformation that require for HR department also they concluded that in a Globalized world the existence of technology isunquestionable.

- Thobile P. Mthuphaand Estelle Bruhns in their research titled "Human resource factors affecting enterprise resource planning acceptance": The research is focused on evaluating HR factors that affected ERP system implementation. In this research they are identified employee motivation and job satisfaction are affected on user's attitudes and use of ERP systems.

- Priya Kushwaha, Preeti Yadav and Jagdish Prasad in their research titled "Impact of Enterprise Planning on human resource management in automobile sector: Statistical Analysis": In the research study three companies Shriram Pistons & Rings Ltd., Bosch, and Tata have been taken into study. They Compare the effectiveness of ERP on human resource management by using Questionnaire method. The research study concluded that ERP helps consistently and gives higher performances on HRM of these companies.

- Md. Tanjil Ahmed in his research titled "E – HRM practices and its impact on Organizational Performance: A study on the Manufacturing industry in Bangladesh". In the research study, the researcher interviewed ten HR employee from ten different manufacturing industries of Bangladesh. He concluded that the in small scale organizations, the Owner are not interested to invest on e- HRM systems. Likewise, larger organization tends to gain more implement in e – HRM. He also concluded that the cost of deploying e – HRM system and training to personnel is high and return rate is relatively slow.

- Faeq Hamad Abed Alhalboosi, Suha Jamal Mawlood, and Imad Ali Mahmood Al – Halboosi in their research titled "Role of ERP in improving Human Resources Management Processes".
  In their research studies they concluded that integrity with the backbone ERP Systems is a critical issue to improve the HRM processes. The implementation of ERP modules deserves a proper attention and planning during the ERP implementation to bring enterprise – wide efficiencies.

- Mohammadnour Aljarrah in his research titled "The Impact of Enterprise Resource Planning System of Human Resources on the Employees Performance Appraisal in Jordan". The researcher investigates the relationship between System Quality, Information Quality, service Quality, User Satisfaction and Performance Appraisal. The research was taken the data from 98 managers and department heads at NEPCO. He Concludes that service Quality has no effect on Performance Appraisal. The findings of this research will enhance the probability of ERP systems success and Human resource department will increase the benefits from their ERP Systems.

Objectives of the Research:

1. To analyze the relationship of ERP implementation with human resource practices in private Sector.
2. To find out the impact of ERP on Human Resource Management in Private Sector Companies.
3. To measure the satisfaction and performance of the employees due to implementation of ERP.
4. To identify the necessity of ERP module in Private sector Companies.
5. To Study the impact of technology on human resource practices.

Hypothesis of the Study:

1. There exists close association between the Employees, Board of Management and the ERP system.
2. There exists close relationship between different types of ERP systems, used by different types of Private companies.
3. A positive relationship between the ERP systems with its users (Employees).
4. A positive impact of ERP on different types of functions of Human Resource Department.

Scope of the Study:

Aim of this research study is to find out ERP system and its impact on employees performance. The study focuses on various factors like utilization of ERP, employee's satisfaction, employee's behavior while using a service of ERP.

Research Methodology:

Type of research

Descriptive research, Quantitativeresearch and conclusive research analysis based on correlational approach will be used for analyze and interpretation of data.

Sources of Data

This research study will be based on Primary data as well asSecondary data. For this purpose, Primary data will be collected through Interviews and surveys. Secondary data will be collected from Books, Magazine, News Paper, Journals, Articles etc.

Data Collection and Sampling Method

Data will be collected through the survey and Interview method. Convenient sampling method will be used for data collection.

Tools for Analysis

Suitable statistical tools will be undertaken to analyze and the result will be interpreted appropriately to conclude its findings.

Limitation of the study:

1. The research study is limited to Pune district only.
2. The study focuses on selected Private Companies only.
3. Findings of the survey are based on some assumptions.

Chapter Plan:

Chapter 1 – Introduction and Research Methodology

Chapter 2 –Review of Literature

Chapter 3 –Demographical and Market Profile of the Jalgaon

Chapter 4 – Brand image and its impact on consumer buying Behaviour

Chapter 5 - Data Analysis

Chapter 6 – Findings, Conclusion and Suggestion

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